



Drive Impact in Supply Chains – Become our Responsible Business & ESG Portfolio Manager!

About the role

Are you passionate about shaping fair, safe, and sustainable workplaces in Vietnam's garment sector? CARE Vietnam is looking for a **Responsible Business & ESG Portfolio Manager** to lead two flagship projects and help set new standards for inclusive and sustainable supply chains. This pivotal position will ensure high-quality project delivery, donor compliance, and strong stakeholder engagement, while also contributing to CARE Vietnam's broader programming on Responsible Business and ESG (Environmental, Social, and Governance).

In this role, you will:

- Empower workers and managers: Design and deliver initiatives that improve well-being, safety, and gender equity in garment factories.
- Collaborate with global brands: Work with international buyers and suppliers to strengthen ESG practices across supply chains, aligning with global standards.
- Deliver impact with integrity: Manage donor-funded projects with excellence, ensuring compliance, robust partnerships, and tangible improvements for workers and communities.
- Advance women's economic opportunities: Ensure women workers have stronger voices, access to resources, and pathways to leadership.
- Shape sustainable futures: Integrate ESG solutions that enhance both social equity and environmental sustainability in one of Vietnam's most important industries..

This is an exciting opportunity to:

- Influence how ESG and responsible business practices are applied in the garment sector.
- Work directly with workers, managers, and international brands to create lasting change.
- Join CARE's mission to improve economic and climate resilience of vulnerable groups in Vietnam..

Make your mark where business meets social impact. Apply now to become CARE Vietnam's next Responsible Business & ESG Portfolio Manager.

Key Responsibilities

1. Project Management - Garment Sector Initiatives

- Ensure high-quality project implementation across planning, partnership management, resource and financial management, compliance, MEAL, and reporting.
- Build and strengthen partnerships with government agencies, civil society organizations, and private-sector actors to broaden reach and maximize project impact.
- Prepare high-quality narrative and financial reports for donors and CARE Member Partners (CMPs), ensuring accuracy, timeliness, and alignment with donor requirements.
- Document lessons learned and share results with donors, CMPs, and key stakeholders.

2. Contribution to CVN's Programming and Technical Development

- Contribute technical expertise to CARE Vietnam's evolving Responsible Business and ESG agenda.
- Support program design, proposal development, and resource mobilization in Responsible Business/ESG areas.
- Provide inputs to strengthen CARE's positioning with corporate partners and donors around inclusive supply chains, gender equality at work, and sustainability.
- Represent CARE in external working groups, networks, and advocacy spaces on Responsible Business/ESG.

3. Staff Management and Capacity Building

- Supervise and mentor project staff to deliver high-quality work and professional growth.
- Facilitate capacity building for CARE staff and partners on ESG, Responsible Business, and gender equality in the workplace.

- Promote a learning culture within the team and across projects.

Ideally, you will have:

Essential Qualifications and Experience

- Bachelor/Master's degree in International Development, Business, Gender Studies, Sustainability, or related field (or equivalent combination of education and experience).
- At least 5 years of progressively responsible experience in project/program management, preferably in international development or NGO settings.
- Direct experience working with factory workers, managers, or brands in the garment/textile sector OR with other labor-intensive supply chains.
- Proven ability to design and implement women's economic advancement projects.
- Strong understanding of women's economic empowerment and ESG.
- Excellent communication, networking, and negotiation skills with experience working with donors and partners.
- Proficiency in both Vietnamese and English.

Desirable Qualifications

- Experience with international garment brands, suppliers, or worker-focused initiatives.
- Familiarity with due diligence requirements (CSDDD) and implications for global supply chains..

Interested?

We invite **Vietnamese candidates** to submit expressions of interest to join our team. Please email a letter of interest and CV in English language to VNM.Jobs@care.org by **30 September 2025**. As part of our application process, we kindly ask that you include the following in the subject line of your application email: **Responsible Business & ESG Portfolio Manager** Application - [Your Full Name].

Since 1989, CARE in Vietnam has partnered with a wide range of organizations to implement over 300 impactful projects across the country. We believe that true sustainable development can only be achieved by addressing the root causes of poverty, social injustice, and inequality. In collaboration with our partners, we are committed to empowering women and their communities—whether smallholder farmers, workers, or owners of micro and small enterprises—by enhancing their skills, confidence, and capacity to engage in economic development, adapt to climate change, and strengthen their resilience to natural or major disasters. Together, we aim to foster a society where development is inclusive, equitable, and accessible to all.

CARE participates in the Inter-Agency Misconduct Disclosure Scheme. In line with this Scheme, we hereby request information from the candidate's previous employers about any findings of sexual exploitation, sexual abuse and/or sexual harassment during employment, or incidents under investigation when the candidate left employment. All offers of employment are subject to satisfactory references and appropriate screening checks. By submitting an application, the job applicant confirms his/her understanding of these recruitment procedures.

CARE is an Equal Opportunity employer. We provide equal employment opportunities to all employees and qualified applicants for employment without regard to race, color, sex, religion, ancestry, national origin, age, disability, marital status, or veteran status, or any other characteristics protected under applicable law.